Prof. Emmanuel Erastus Yamoah

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PROFILE

Associate Professor of Business Administration at the University of Education, Winneba, with over 19 years of experience in university teaching, research, and academic leadership. My work centers on strategic human resource management, strategic management, entrepreneurship, marketing, innovation management, educational leadership, governance, and higher education management.

Currently serving as Vice Dean of the School of Business, I oversee academic operations and quality assurance. I have led curriculum development for PhD, MPhil, and MBA programmes, supervised numerous theses, externally examined over 40 PhD theses/dissertations, and actively contributed to Scopus-indexed journals as a reviewer and editorial board member. I am dedicated to advancing research excellence and leadership development in business and education across Ghana and Africa.

RESEARCH

Interests	Strategic Human Resource Management · Educational Leadership · Governance · Marketing · OB · Human Resource Management · Marketing Management · Educational Management · Business Administration
Areas	Organizational Behavior and Human Resource Management · Applied Psychology · Strategy and Management · Economics and Econometrics · Education · Management Information Systems

RESEARCH SUMMARY

43	529	13	14	1.56	22%
Publications	Citations	h-index	i10-index	Field-weighted impact	World top 10%

Counted from the 43 publications listed below, 2013–2026. Field-weighted impact is the mean over the 18 works scored for it; 1.00 is the world average for works of the same field, type and year. 4 of the 18 papers scored for it are among the world's most cited tenth for their field, type and year.

POSITIONS

Associate Professor 2024–present
Management Sciences, University of Education, Winneba, Winneba, Ghana

Vice Dean 2023–present
School of Business, University of Education, Winneba, Winneba, Ghana

Senior Lecturer 2016–present
Management Sciences, University of Education, Winneba, Winneba, Ghana

EDUCATION AND QUALIFICATIONS

Doctor of Philosophy in Business Administration 2012–2016
Business Administration, Babcock University, Ibadan, Nigeria

Master of Business Administration 2005–2007
University of Cape Coast, Cape Coast, Ghana

DISTINCTIONS, MEMBERSHIPS AND SERVICE

Editorial Board Member 2024–present
Prosperitas Journal, Budapest University of Economics and Business, Budapest, Hungary

PUBLICATIONS

Journal articles 40

1. Enoch Danso Okyere, **Emmanuel Erastus Yamoah**, Jacob Oppong Nkansah (2026). Governance and resource strategies in Ghana's dual-sector higher education: a case study analysis. *SN Social Sciences*. https://doi.org/10.1007/s43545-026-01406-8
2. **Emmanuel Erastus Yamoah** (2025). Employee commitment in Ghanaian healthcare: a multi-factor analysis. *Business Management and Economics Engineering*. https://doi.org/10.3846/bmee.2025.22414
3. Evans Kyeremeh, **Emmanuel Erastus Yamoah**, Alfred Yamoah (2025). Enhancing pharmaceutical supply chain performance: the impact of technology integration, interorganizational trust, and collaboration in the digital age. *Future Business Journal*. https://doi.org/10.1186/s43093-025-00538-2
4. Enoch Danso Okyere, **Emmanuel Erastus Yamoah**, Francis Ansah, Hinneh Kusi (2025). Exploring the challenges of university council independence in Ghana's higher education architecture. *African Quarterly Social Science Review*. https://doi.org/10.51867/aqssr.2.4.40
5. Fred Aboagye, **Emmanuel Erastus Yamoah** (2025). Work-Family Conflict and Job Satisfaction among Female Nurses: The Moderating Role of Social Support in Ghana's Health Sector. *Management Issues in Healthcare System*. https://doi.org/10.32038/mihs.2025.11.03
6. **Emmanuel Erastus YAMOAH** (2025). Work-Life Balance, Organisational Commitment, and Healthcare Worker Productivity. *MANAGEMENT AND ECONOMICS REVIEW*. https://doi.org/10.24818/mer/2025.01-09
7. **Emmanuel Yamoah** (2024). A Cultural Context Approach to Leadership Effectiveness in Healthcare: Evidence from Ghana. *SEISENSE Business Review*. https://doi.org/10.33215/z6r9dd85
8. **EE YAMOAH**, J.A Forson (2024). Enhancing Workplace Productivity: The Nexus of Organizational Culture and Policies in Public Institutions. *Journal of Human Resource Management*. https://papers.ssrn.com/sol3/papers.cfm?abstract_id=4984983
9. **Emmanuel Erastus Yamoah**, Isaac Asante Yeboah, Dorcas Nyulnye Nyala (2024). Human Resource Practices and Employee Retention: The Moderating Effect of Job Engagement. *SEISENSE Business Review*. https://doi.org/10.33215/agg17288
10. M Quansah, **Emmanuel Erastus Yamoah** (2024). Qualitative Insights into School Improvement Practices: Stakeholder Perceptions in Ghanaian Junior High Schools. *The Qualitative Report*. https://search.proquest.com/openview/46ca100a5837c26766b667d823942747/1?pq-origsite=gscholar&cbl=55152
11. **Emmanuel Erastus Yamoah** (2024). Safety, Commitment, and Performance. *Prosperitas*.
12. **Emmanuel Erastus Yamoah**, Isaac Nsowah (2024). Safety, Commitment, and Performance : A Study of Manufacturing Firms. *Prosperitas*. https://doi.org/10.31570/prosp_2024_0116
13. **Emmanuel Erastus YAMOAH**, Ampofo Anane (2023). Journal of Human Resource Management. *Enhancing Workplace Productivity: The Nexus of Organizational Culture and Policies in Public Institutions*. https://www.ceeol.com/search/article-detail?id=1210873
14. **Emmanuel Erastus Yamoah**, Deborah Afful (2019). An Investigation of the Effect of Employee Empowerment on Job Performance in Ghana. *International Journal of Business and Management*. https://doi.org/10.5539/ijbm.v14n12p25
15. David K. Amponsah, W. Frank Thompson Jr., Gordon G. Mosley, Akins T. Ogungbure, **Emmanuel E. Yamoah** (2019). Antecedents of customer loyalty in mobile phone service: a study from Sub-Saharan Africa. *International Journal of Business and Emerging Markets*. https://doi.org/10.1504/ijbem.2019.102644

16. **Emmanuel Erastus Yamoah** (2019). Training and Predictability of University Teachers' Job Performance: Empirical Evidence from Ghana. *American Journal of Management*. https://doi.org/10.33423/ajm.v19i5.2630

17. **EE Yamoah** (2018). Choosing between public and private or between hospital and primary care: responsiveness, patient-centeredness and prescribe in patterns in outpatient consultations in Bangkok. *Tropical Med Int Health*. https://scholar.google.com/scholar?cluster=14231042504062680056&hl=en&oi=scholarr

18. **Emmanuel Erastus Yamoah** (2016). Determinants of students choice of university: review of university choice models. *Integrator: A Multidiciplinary Journal*. https://scholar.google.com/scholar?cluster=9632102495745120296&hl=en&oi=scholarr

19. Abraham Gyamfi Ababio, **Emmanuel Erastus Yamoah** (2016). Effect of Advertising on the Brand Loyalty of Cosmetic Products among College Students. *RePEc: Research Papers in Economics*.

20. **EE Yamoah** (2015). Effects of pornography on Christian marriage: An empirical review. *Global Journal of Arts Humanities and Social Sciences*. https://scholar.google.com/scholar?cluster=12255321129613169071&hl=en&oi=scholarr

21. **EE Yamoah** (2014). An examination of staff training at valley View University: international Journal of Research In Social Sciences. *Volume*.

22. **EMMANUEL ERASTUS YAMOAH** (2014). COMPENSATION PACKAGE AND JOB OUTPUT: PERSPECTIVES OF BANK WORKERS. *International Journal of Research In Social Sciences*. https://www.academia.edu/download/112608899/13_compensation_package.pdf

23. **Emmanuel Erastus Yamoah**, Samuel Kanyandekwe (2014). Competitive Advantage of an Unrelated Diversified Company. *International Business Management*. https://doi.org/10.3968/j.ibm.1923842820130801.1080

24. **Emmanuel Erastus Yamoah** (2014). Empirical investigation of service quality in Ghanaian hospitals. *Eur J Bus Manag*.

25. **Emmanuel Erastus Yamoah** (2014). Exploratory analysis of compensation and employee job satisfaction. *Developing Country Studies*. http://digitalrepository.cipmlk.org/bitstream/handle/1/869/10.10%20Exploratory%20Analysis%20of%20Compensation%20and%20Employee%20Job%20Satisfaction.pdf?sequence=1

26. **Yamoah Emmanuel Erastus** (2014). Institutional Framework for Promoting Small and Medium Scale Enterprises in Ghana: Perspective of Entrepreneurs. *Australian Journal of Business and Management Research*. https://www.researchgate.net/profile/Emmanuel-Yamoah-4/publication/281812624_Institutional_Framework_for_Promoting_Small_and_Medium_Scale_Enterprises_in_Ghana_Perspective_of_Entrepreneurs/links/55f934f508aeba1d9f189417/Institutional-Framework-for-Promoting-Small-and-Medium-Scale-Enterprises-in-Ghana-Perspective-of-Entrepreneurs.pdf

27. **Emmanuel Erastus Yamoah** (2014). Monitoring Employee Performance at the Workplace. *Developing Country Studies. Albany*. https://scholar.google.com/scholar?cluster=13052894026442593 55&hl=en&oi=scholarr

28. **EE Yamoah** (2014). Preliminary assessment of the implementation of the single spine pay policy in Ghana. *International Journal of Social Sciences and Entrepreneurship*. https://www.ijsse.org/articles/ijsse_v1_i9_315_321.pdf

29. **Emmanuel Erastus Yamoah** (2014). Relevance of goal congruence and its implications to managers. *European Journal of Business and Management*. https://scholar.google.com/scholar?cluster=16211080637400530600&hl=en&oi=scholarr

30. **Emmanuel Erastus Yamoah** (2014). Small and medium scale enterprises and internet marketing in Ghana. *European Journal of Business and Management*. https://scholar.google.com/scholar?cluster=5480796653235750436&hl=en&oi=scholarr

31. **Emmanuel Erastus Yamoah** (2014). Strategies for Combating White-Collar Crimes in Ghana. *Higher education of social science*. https://doi.org/10.3968/j.hess.1927024020140602.4545

32. **Emmanuel Erastus Yamoah** (2014). The Link between Human Resource Capacity Building and Job

Performance. *International Journal of Human Resource Studies*. https://doi.org/10.5296/ijhrs.v4i3.5938

33. **Emmanuel Erastus Yamoah**, Philip Maiyo (2013). Capacity Building and Employee Performance. *Canadian social science*. https://doi.org/10.3968/j.css.1923669720130903.1160

34. **Emmanuel Erastus Yamoah** (2013). Employee training and empowerment: A conceptual model for achieving high job performance. *Journal of education and practice*. https://www.academia.edu/download/84613753/6884.pdf

35. **Emmanuel Erastus Yamoah** (2013). Exploratory study on rewards and job performance of teachers of public schools in Ghana. *Public Policy and Administration Research*. https://www.academia.edu/download/121733023/7054.pdf

36. **Emmanuel Erastus Yamoah** (2013). Factors affecting the performance of sales personnel of insurance companies in Ghana. *Kuwait Chapter of Arabian Journal of Business and Management Review*. https://www.academia.edu/download/71713824/Factors_Affecting_the_Performance_of_Sal20211007-6307-lz3war.pdf

37. **Emmanuel Erastus Yamoah** (2013). Motivational factors of lecturers of private universities in Ghana. *عمان الفصول العربية اليومية من مراجعة الأعمال*.

38. **Emmanuel Erastus Yamoah** (2013). RELEVANCE OF ORGANIZATION MISSION TO ITS GROWTH IN A DEVELOPING ECONOMY. *Singaporean Journal of Business Economics and Management*. http://singaporeanjbem.com/index.php/SJBEM/article/download/214/209

39. **Emmanuel Erastus Yamoah** (2013). Relationship between compensation and employee productivity. *Singaporean Journal of Business Economics and Management*. http://singaporeanjbem.com/index.php/SJBEM/article/view/42

40. **Emmanuel Erastus Yamoah** (2013). Reward Systems and Teachers' Performance: Evidence From Ghana. *Canadian social science*. https://doi.org/10.3968/j.css.1923669720130905.2547

Reports 3

1. **Emmanuel Erastus Yamoah** (2015). DETERMINANTS OF STUDENTS CHOICES OF UNIVERSITY: REVIEW OF UNIVERSITY CHOICE MODELS. *Valley View University School of Business*. https://scholar.google.com/scholar?cluster=11069593194372057 52&hl=en&oi=scholarr

2. **Emmanuel Erastus Yamoah** (2013). Factors Affecting the Performance of Sales Personnel of Insurance Companies in Ghana\Kuwait Chapter of Arabian Journal of Business and Management Review.-2013, Vol. 2, No. 12 …. *American University*. https://scholar.google.com/scholar?cluster=8747019557488518565&hl=en&oi=scholarr

3. **Emmanuel Erastus Yamoah** (2013). Motivational Factors of Lecturers of Private Universities in Ghana\Oman Chapter of Arabian Journal of Business and Management Review.-2013, Vol. 3, No. 1, Pp. 32-36. *Sohar University*. https://scholar.google.com/scholar?cluster=15908284717935854770&hl=en&oi=scholarr